

Salary Information is listed by Salary Grade. Scroll down the schedule to find the desired Job Title. Salaries are listed in bi-weekly or hourly rates.

GRADE 001

	(1)	(2)	(3)	(4)	(5)	10-yr. (6)	15-yr. (7)	20-yr. (8)	25-yr. (9)
01/06/07	749.15	796.31	826.99	851.78	877.71	897.73	928.02	949.70	963.20

GRADE 002

01/06/07	765.27	814.01	837.62	867.09	895.39	913.09	949.59	971.23	984.74
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GRADE 003

01/06/07	779.81	829.34	856.48	887.17	913.09	935.53	967.50	989.18	1002.71
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GRADE 004

01/06/07	791.63	842.15	872.98	902.50	935.53	953.20	987.86	1009.54	1023.02
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GRADE 04U

586A CONSERVATORY ATTENDANT

318 REFECTORY ATTENDANT

(Both Earn Benefits After 1040 Hours In Title)

(1)
01/06/07 10.54

GRADE 005

	(1)	(2)	(3)	(4)	(5)	10-yr. (6)	15-yr. (7)	20-yr. (8)	25-yr. (9)
01/06/07	805.77	861.23	893.06	922.57	950.85	972.07	1003.39	1025.09	1038.58

GRADE 006

01/06/07	822.29	877.71	905.98	937.88	972.07	988.56	1024.95	1046.63	1060.13
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GRADE 06U

(1)	(2)	(3)	(4)
01/06/07	10.24	10.96	11.33
			11.73

GRADE 007804 CLERICAL TRAINEE
083A MAINTENANCE TRAINEE

	(1)	(2)	(3)	(4)	(5)	10-yr. (6)	15-yr. (7)	20-yr. (8)	25-yr. (9)
01/06/07	837.62	895.39	927.26	959.10	995.64	1014.57	1052.53	1074.22	1087.68

GRADE 008085A MANAGEMENT TRAINEE
087A TECHNICAL TRAINEE

01/06/07	856.48	913.09	944.96	981.48	1014.57	1036.97	1075.26	1096.94	1110.43
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GRADE 009

279B LIBRARY CLERK I

01/06/07	872.98	935.53	966.20	1002.73	1036.97	1059.38	1101.06	1122.75	1136.23
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GRADE 010

100 SERVICE WORKER II

01/06/07	893.06	950.85	985.08	1016.90	1054.64	1083.51	1126.91	1148.60	1162.09
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GRADE 011

316B OFFICE ASSISTANT I

01/06/07	905.98	972.07	1005.09	1041.63	1083.51	1110.24	1151.47	1173.14	1186.62
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GRADE 012

01/06/07	927.26	9995.64	1031.04	1068.19	1110.24	1134.44	1180.53	1202.21	1215.70
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GRADE 013

155 DUPLICATING EQUIP OPERATOR TRAINEE

01/06/07	944.96	1014.57	1051.09	1092.39	1139.53	1164.48	1216.81	1238.50	1251.99
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GRADE 014

01/06/07	966.20	1036.97	1077.11	1116.58	1163.11	1197.48	1243.40	1265.06	1278.56
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GRADE 015

	(1)	(2)	(3)	(4)	(5)	10-yr. (6)	15-yr. (7)	20-yr. (8)	25-yr. (9)
01/06/07	985.08	1054.64	1098.78	1143.35	1197.48	1225.01	1275.48	1297.18	1310.64

GRADE 016

280B LIBRARY CLERK II
329A STOREROOM ASSISTANT

01/06/07	1007.48	1084.80	1126.76	1175.46	1225.01	1256.59	1311.76	1333.47	1346.95
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GRADE 017

267A PARKING ENFORCEMENT OFFICER
267P PARKING ENFORCEMENT OFFICER

01/06/07	1031.04	1110.24	1153.56	1204.38	1258.06	1295.16	1346.66	1368.36	1381.86
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GRADE 018

317B OFFICE ASSISTANT II

01/06/07	1051.09	1139.53	1186.49	1236.01	1292.37	1325.42	1381.62	1403.31	1416.79
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GRADE 019

577 ACCOUNTING CLERK I

01/06/07	1077.11	1163.11	1215.36	1269.05	1325.42	1361.20	1416.52	1438.20	1451.68
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GRADE 020

01/06/07	1100.05	1198.82	1249.78	1304.75	1362.55	1399.71	1458.39	1480.07	1493.56
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GRADE 021

284B GOLF PROGRAM OUTREACH COORDINATOR
142A REFECTORY SUPERVISOR

01/06/07	1126.76	1225.01	1278.68	1337.77	1395.59	1434.12	1494.72	1516.42	1529.90
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BARGAINING UNIT 01
CLERICAL
Effective 2007

Issued 12/27/2006

GRADE 022

681 PROPERTY CLERK

438 STORES CLERK

	(1)	(2)	(3)	(4)	(5)	10-yr. (6)	15-yr. (7)	20-yr. (8)	25-yr. (9)
01/06/07	1153.56	1258.06	1319.92	1377.67	1438.22	1478.12	1540.77	1562.48	1575.95

GRADE 22P

01/06/07	1187.80	1296.52	1350.18	1413.42	1491.87	1553.78	1658.07	1671.57	1685.06
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GRADE 023

281B LIBRARY CLERK III

01/06/07	1186.49	1292.37	1348.84	1410.74	1469.86	1511.13	1572.88	1594.56	1608.05
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GRADE 024

004 ACCOUNTING CLERK II

300 METER READER

318B OFFICE ASSISTANT III

01/06/07	1218.10	1326.77	1387.30	1451.99	1513.88	1556.49	1621.76	1643.44	1656.91
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GRADE 025

120 *CLERK-STENOGRAPHER III

381A CUSTOMER SERVICE REPRESENTATIVE

156 DUPLICATING EQUIP OPERATOR

01/06/07	1248.40	1361.20	1420.36	1480.86	1546.92	1590.89	1658.07	1679.77	1693.26
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GRADE 25T

700A IS SYSTEMS SUPPORT SPECIALIST I

	Start (1)	1-yr. (2)	1.5-yr. (3)	2-yr. (4)	2.5-yr. (5)	3-yr. (6)	3.5-yr. (7)	4-yr. (8)	10-yr. (9)
01/06/07	1248.40	1361.20	1390.77	1420.36	1450.61	1480.86	1513.87	1546.92	1590.89

	15-yr. (10)	20-yr. (11)	25-yr. (12)
	1658.07	1671.57	1685.06

GRADE 026

	(1)	(2)	(3)	(4)	(5)	10-yr. (6)	15-yr. (7)	20-yr. (8)	25-yr. (9)
01/06/07	1282.82	1399.71	1462.98	1529.01	1596.41	1639.07	1709.77	1731.47	1744.93

GRADE 027

244B LEGAL SECRETARY

01/06/07	1282.82	1405.24	1469.86	1540.03	1610.17	1656.89	1727.91	1749.60	1763.10
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GRADE 028

434 CASHIER

433 STOREKEEPER

01/06/07	1319.92	1438.22	1506.99	1573.03	1645.95	1691.35	1769.78	1791.47	1804.94
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GRADE 28T

701A IS SYSTEMS SUPPORT SPECIALIST II

	Start (1)	1-yr. (2)	1.5-yr. (3)	2-yr. (4)	2.5-yr. (5)	3-yr. (6)	3.5-yr. (7)	4-yr. (8)	10-yr. (9)
01/06/07	1319.92	1438.22	1472.60	1506.99	1539.99	1573.03	1609.51	1645.95	1691.35

	15-yr. (10)	20-yr. (11)	25-yr. (12)
	1769.78	1783.27	1796.74

GRADE 029

282B LIBRARY CLERK IV

319B OFFICE ASSISTANT IV

423A PAYROLL CLERK

129B ZOO KEEPER

	(1)	(2)	(3)	(4)	(5)	10-yr. (6)	15-yr. (7)	20-yr. (8)	25-yr. (9)
01/06/07	1351.54	1480.86	1552.43	1622.58	1699.57	1747.77	1821.43	1843.10	1856.60

GRADE 030

203A ANIMAL CONTROL OFFICER

149A PROCUREMENT SPECIALIST TRAINEE

287B PAYROLL AUDITOR

01/06/07	1391.50	1519.34	1595.07	1667.94	1745.03	1793.16	1871.72	1893.40	1906.90
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BARGAINING UNIT 01
CLERICAL
Effective 2007

Issued 12/27/2006

GRADE 031

073 BUILDING PERMIT CLERK
070 CHIEF METER READER
320B EXECUTIVE ASSISTANT I
965 LICENSE CLERK
363A TREASURY CLERK

	(1)	(2)	(3)	(4)	(5)	10-yr. (6)	15-yr. (7)	20-yr. (8)	25-yr. (9)
01/06/07	1428.55	1562.04	1633.58	1711.99	1791.78	1842.62	1919.20	1940.88	1954.38

GRADE 032

150A PROCUREMENT SPECIALIST
249A *SECRETARY (STENOGRAPHER)
541 STOREROOM SUPERVISOR

01/06/07	1468.45	1607.44	1683.11	1761.52	1844.07	1897.71	1980.62	2002.33	2015.78
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GRADE 033

382A CUSTOMER SERVICE SENIOR REPRESENTATIVE
157 DUPLICATING EQUIP OPR SUPERVISOR
629A LIEP PROCEDURES COORDINATOR
305A PAYROLL SYSTEM SUPERVISOR
664A SENIOR ANIMAL CONTROL OFFICER
138A VEHICLE MAINTENANCE CLERK

01/06/07	1508.36	1654.22	1729.84	1811.04	1897.71	1951.34	2035.07	2056.72	2070.21
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GRADE 034

321B EXECUTIVE ASSISTANT II

01/06/07	1552.43	1699.57	1776.65	1860.53	1951.34	2004.97	2092.33	2113.97	2127.52
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GRADE 035

01/06/07	1595.07	1745.03	1828.96	1914.21	2004.97	2061.40	2153.79	2175.47	2188.97
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GRADE 036

01/06/07	1639.07	1794.50	1881.18	1972.03	2062.78	2123.32	2216.58	2238.29	2251.75
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GRADE 037

01/06/07	1684.49	1845.44	1932.14	2024.25	2121.96	2181.04	2276.66	2298.36	2311.85
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GRADE 37A

276A EMPLOYMENT TESTING COORDINATOR

	(1)	(2)	(3)	(4)	(5)	10-yr. (6)	15-yr. (7)	20-yr. (8)	25-yr. (9)
01/06/07	1684.06	1843.43	1932.24	2025.36	2159.83	2206.26	2299.49	2312.33	2325.18

GRADE 038

01/06/07	1734.01	1899.04	1988.50	2080.69	2181.04	2243.00	2339.45	2361.12	2374.63
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GRADE 039

01/06/07	1783.50	1952.72	2046.28	2141.19	2243.00	2304.89	2406.48	2428.21	2441.66
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GRADE 040

01/06/07	1835.83	2009.18	2102.63	2204.51	2311.76	2375.13	2480.50	2502.21	2515.69
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GRADE 041

01/06/07	1885.32	2068.32	2163.19	2266.38	2364.20	2443.86	2554.49	2576.19	2589.70
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GRADE 042

01/06/07	1937.60	2126.08	2226.48	2331.01	2443.86	2516.75	2624.33	2646.01	2659.49
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GRADE 043

01/06/07	1995.35	2185.20	2287.00	2397.07	2515.36	2584.21	2696.91	2718.58	2732.10
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GRADE 044

01/06/07	2050.42	2249.88	2359.96	2468.59	2585.53	2661.17	2777.90	2799.59	2813.10
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GRADE 045

01/06/07	2106.82	2313.14	2421.80	2540.12	2662.61	2739.59	2864.49	2886.14	2899.65
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GRADE 046

01/06/07	2169.99	2382.50	2494.45	2616.34	2742.48	2821.77	2950.43	2972.11	2985.56
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GRADE 047

	(1)	(2)	(3)	(4)	(5)	10-yr. (6)	15-yr. (7)	20-yr. (8)	25-yr. (9)
01/06/07	2235.13	2454.01	2569.29	2694.80	2824.77	2906.44	3038.92	3060.63	3074.10

GRADE 048

01/06/07	2302.15	2527.65	2646.42	2775.65	2909.49	2993.62	3130.11	3151.77	3165.29
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GRADE 049

01/06/07	2371.21	2603.46	2725.76	2858.92	2996.82	3083.41	3224.00	3245.68	3259.18
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GRADE 050

01/06/07	2442.35	2681.55	2807.57	2944.69	3086.73	3175.90	3320.71	3342.39	3355.88
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BENEFITS:**VACATION**

1 st year thru 4 th year	- 12 days (.0462) P
5 th year thru 9 th year	- 18 days (.0693) J
10 th year thru 15 th year	- 21 days (.0808) E
16 th year thru 23 year	- 25 days (.0962) G
24 th year and thereafter	- 28 days (.1077) R

Vacation rate will now be based on the original employment date.

FLOATING HOLIDAYS

Effective 12/24/05: Floating Holidays are now included in the vacation rate.

HOLIDAY ELIGIBILITY

In order to be eligible for holiday with pay, an employee must be employed as of the date of the holiday and have paid hours on the payroll for that pay period. Paid hours include: hours actually worked, vacation time used, compensatory time used, paid leave and sick leave.

LIBRARY

For all employees assigned to the Library, the Day After Thanksgiving shall be considered a normal work day and Christmas Eve shall be recognized and observed as a paid minor holiday.

PROBATIONARY PERIOD

Effective January 1, 2007: Employees covered by this bargaining unit shall have a one year probationary period.

SICK LEAVE CONVERSION

180 days of accumulated sick leave - ½ day of vacation for each day of sick leave (5 day maximum).
Must maintain 180 days of accumulated sick leave after conversion.

SICK LEAVE ACCRUAL

Effective January 1, 2006: Sick leave accrual shall accumulate at the rate of .0539 of a working hour for each full hour on the payroll, excluding overtime. Fourteen (14) days per year.

SICK LEAVE USAGE FOR DEPENDENT CARE

An employee shall be limited to 40 hours per incident to care for or make arrangements for the care of a seriously ill or disabled parent, child or other household member.

SEVERANCE PAY

See Article 23 of the Agreement for qualification requirements:

\$6,500 Maximum 58+ years of age or eligible for pension under PERA (Rule of 85 or 90)
10 years of consecutive service at time of separation*
60 days of accumulated sick leave at time of separation

Appointed on or after 1/1/90:

80 days of accumulated sick leave at time of separation

Years of Separation	Amount
20	\$ 5,000
21	\$ 6,000
22	\$ 7,000
23	\$ 8,000
24	\$ 9,000
25	\$10,000

*Employment in either the City of Saint Paul or ISD #625 may be used to meet the 10 year service requirement.

Effective December 31, 2007:

Minimum of 12 years of Service and
Accrued sick leave credits of:

	Severance
600	\$4,000
700	\$5,000
800	\$6,000
900	\$7,000
1000	\$8,000
1100	\$9,000
1200	\$10,000
1300	\$11,000
1400	\$12,000
1500	\$13,000
1600	\$14,000
1700	\$15,000

Years of service with ISD #625 will be excluded for employees hired or transferred to the City of Saint Paul after 3/31/2001.

For any employee who is eligible to receive severance from the City, the City will contribute 105% of the full amount of their severance payment to a Post Employment Health Plan (PEHP) in lieu of any cash payment to the employee.

2007 HEALTH INSURANCE

Single: The Employer will contribute \$361.61 - \$487.05 for the 2007 single insurance contribution depending on the employee's plan choice.

Family: The Employer will contribute \$901.86 toward the cost of all plans, for those employees choosing a family plan.

Three-quarter employees (3/4) - Employer will contribute 75% of single/family insurance premium.
Half-time employees (1/2) - Employer will contribute 50% of the single/family insurance premium.

RETIREE INSURANCE ELIGIBILITY

Employees that have completed at least 20 years with the City of Saint Paul or 15 years if receiving disability pension excluding years of service with ISD #625 for employees hired or transferred to the City of Saint Paul after 3/31/2001.

DEFERRED COMPENSATION

2006: The City will provide \$200 per year matching deferred compensation contribution for employees with one year of service. City contribution for employees with 20 years of service will be \$276 per year. (See Article 13 for eligibility requirements). To be paid by April 1, 2007.

NIGHT DIFFERENTIAL

Any employee who works on a shift beginning earlier than 6:00 a.m. or ending later than 6:00 p.m. provided at least four hours of the shift were worked between the hours of 6:00 p.m. and 6:00 a.m. shall receive a night differential of five percent (5%) for the entire shift.

Any employee who works a shift beginning earlier than 6:00 a.m. or ending later than 6:00 p.m., but less than four hours of the shift are worked between the hours of 6:00 p.m. and 6:00 a.m. shall receive a night differential of five percent (5%) for the hours worked between the hours of 6:00 p.m. and 6:00 a.m.

Library Employee Night Differential: Any employee who works a shift beginning earlier than 6:00 a.m. or ending later than 6:00 p.m., provided at least four hours of the shift are worked between the hours of 6:00 p.m. and 6:00 a.m., there shall be a night differential of four percent (4%) for the entire shift.

To any employee who works on a shift beginning earlier than 6:00 a.m. or ending later than 6:00 p.m., but less than four (4) hours of shift are worked between the hours of 6:00 p.m. and 6:00 a.m., there shall be a night differential of four percent (4%) for the hours worked between 6:00 p.m. and 6:00 a.m.

To any Library employee who works hours on Sunday there shall be a differential of 4% for all hours worked.

SNOW EMERGENCY

Employees required as part of their normal job duties, to work a snow emergency shall receive premium pay for fifty percent (50%) for the second standard hour shift for all continuous worked during the snow emergency.

OVERTIME

All overtime will be paid as time and one-half (1.5) in compensatory time or money.

RECALL RIGHTS AFTER LAYOFF

Two years

SAFETY SHOES

\$75.00 a calendar year toward the purchase of one pair of safety shoes for eligible employees. Employees may carry over the amount up to a total of \$150.00 for the purchase of shoes.

UNIFORM ALLOWANCE

The amount of the uniform allowance will increase by the same percentage as the general increase for 2006 (2.5%):

- Animal Control Officer will be reimbursed up to \$413.57 for the 2007 calendar year.
- Technical Trainee will be reimbursed up to \$91.91 for the 2007 calendar year.
- Zoo Keeper II's will be reimbursed up to \$402.07 for the 2007 calendar year.
- Parking Enforcement Officer one time reimbursement of \$919.02 for 2007.
- Meter Reader will be reimbursed up to \$211.88 for the 2007 calendar year.
- Maintenance Trainee will be reimbursed \$298.05 for the 2007 calendar year.

Park Concession Supervisor, Refectory Supervisor and Refectory Attendant who are required to wear a specific uniform, the City will provide each employee four (4) uniforms for full-time employees and two (2) for part time employees.

CRITICAL RESOLUTION PAY

If the IS employee is represented by AFSCME Clerical bargaining unit and the resolution of the problem takes less than one and one-half hours (1 - 1 ½), employees will be paid straight time for the two hour minimum.

If the resolution of the problem takes more than one and one-half (1 - 1 ½) hours, then the overtime provision of the contract will apply.

LIFE INSURANCE

\$20,000 for eligible employees.